



NORTH COUNTRY

COMMUNITY MENTAL HEALTH

MINUTES OF THE BOARD

August 20, 2026 2:30 PM

1420 Plaza Drive – Board Room

Mr. Ginop called the meeting to order at 2:37 PM

ROLL CALL

BOARD MEMBERS ATTENDING: Annemarie Conway, Dale Eschenburg, Dave White, Ed Ginop, Jarris Rubingh, Mike Newman, Ron Iseler, Sarah Bronson, Dan CasaSanta, Aimee Bissonette

BOARD MEMBERS ABSENT: Ed Belitz, Dana Wingo, Bob Baldwin

STAFF: Brian Babbitt, Nancy Rhue, Tim Stapp Jr., Kim Rappleyea, Ann Friend, Joe Balberde

GUESTS: Casandra Ducharme, Dorothy Felton, Brian Greene, MG McCaskill, Jean, Becky Phillips, and an unknown guest

Mr. Ginop welcomed Board members and staff to the meeting. There is a quorum present.

ACKNOWLEDGEMENT OF CONFLICT OF INTEREST: None

PUBLIC COMMENT: Casandra Ducharme is here as a sister, guardian, and caregiver for her sister who utilizes GTI. She states that she has seen the Bergmann Center issues and wants to make sure that it doesn't happen to GTI. She states that GTI is a community which has given her sister relationships. She states that her sister now tries things that she normally wouldn't do. She now has a volunteer job at a resale shop. She volunteers to give back to her community that has given so much to her. She states that there is unseen work that happens in day programs which allow their clients to be in the community with dignity. She states that clients need a place to practice skills that works as a home base. She states that her sister is more confident and trusting now. She states that without day programs people can become isolated and depresses and their care givers can become burnt out.

Brian Greene stated that Bergmann Center is doing well with support of their board and the support of CMH to make sure budgets are working. He stated that there are scheduled monthly meetings with Mr. Babbitt and they are thankful for the continued support

CONSENT AGENDA

The consent agenda includes the agenda overview, minutes of the previous meeting, privileging recommendations and contracts signed in the past month. Items requiring approval will be placed on the meeting agenda.

MOTION BY DAVE WHITE TO APPROVE THE CONSENT AGENDA; SUPPORT BY JARRIS RUBINGH:

MOTION CARRIES

COMMITTEE RECOMMENDATIONS – BOARD ACTION*

Program Committee Report: Mr. Iseler reviewed the minutes of the July 23, 2026 meeting. Agenda items included approval of the previous month's minutes and the updated QI Program Plan.

Personnel Committee Report: Mr. CasaSanta reviewed the minutes of the August 11, 2026 Personnel Committee meeting. Agenda items included approval of the previous meeting's minutes and the CEO Evaluation.

MOTION BY DAN CASASANTA TO APPROVE A 3% INCREASE TO THE CEO SALARY INLINE WITH THE ALL STAFF INCREASE; SUPPORT BY ANNEMARIE CONWAY:

There was much discussion surrounding CEO compensation, regional CEO compensation, average salary, and CMHSP sizes and what would constitute mid-point for NCCMH.

MOTION BY DAN CASASANTA TO RESCIND THE PREVIOUS MOTION; SUPPORT BY ANNEMARIE CONWAY

MOTION BY MIKE NEWMAN TO TABLE THE DISCUSSION ON CEO SALARY AND GATHER INFORMATION FROM THE REGION ON CEO WAGE, CMH ANNUAL BUDGET COMPARISON, AND SIZE; SUPPORT BY DALE ESCHENBURG:

MOTION CARRIES

Finance Committee Report: Mr. White reviewed the minutes of the August 20, 2026 meeting. Agenda items included Statement of Cash on Deposit and Disbursements through July 31, 2026, Interim Financial Statements as of June 30, 2026, Revenue and Expense by Fund Source, Trending Revenue and Expenses as of June 30, 2026, the NMRE interim financial report, proposals for Keeper Password Manager, Network Attached Storage, and Roof Replacement at Pinehaven Green.

MOTION BY DAVE WHITE TO APPROVE THE PURCHASE OF KEEPER PASSWORD MANAGER FOR A TOTAL 3 YEAR COST OF \$45,722 (FORTY-FIVE THOUSAND SEVEN HUNDRED SEVENTY TWO DOLLARS); SUPPORT BY JARRIS RUBINGH:

MOTION CARRIES

MOTION BY DAVE WHITE TO APPROVE THE PURCHASE OF NETWORK ATTACHED STORAGE FROM CDWG FOR \$14,326.98 (FOURTEEN THOUSAND THREE HUNDREDTWENTY-SIX DOLLARS AND NINETY-EIGHT CENTS); SUPPORT BY JARRIS RUBINGH:

MOTION CARRIES

Mr. Ginop requested the financial reports be placed on file for audit.

PRESENTATION – Stay Safe Online – Joe Balberde, CIO- Mr. Balberde presented a cybersecurity awareness briefing highlighting the rapid growth of cybercrime, evolving attack methods, and practical measures individuals can take to reduce risk. The presentation emphasized that cyber threats increasingly target people rather than technology, making user awareness and vigilance critical components of organizational security. Cybercrime continues to grow at an alarming rate with more than 1 million complaints filed with the FBI's internet crime complaint center in 2025. Credential theft and account compromise, phishing attacks, authentication abuse, AI-enabled scams, and tech support fraud are the primary risks. Using strong passwords, using password managers, passkeys, multifactor authentication, exercising caution with links, attachments, QR codes, and unexpected requests for information, verifying identity independently, staying current with software and security updates, maintaining backups and trusting your instincts are recommended security practices. Employee reporting and keeping employees educated are important steps to defend the organization from becoming compromised.

ACTION ITEMS WITHOUT COMMITTEE REVIEW: Resolution of Appreciation for Robert Boyd.

Mr. Babbitt read the resolution to the board.

MOTION BY DAVE WHITE TO APPROVE THE RESOLUTION OF APPRECIATION FOR ROBERT BOYD; SUPPORT BY JARRIS RUBINGH:

ROLL CALL:

AYE: MIKE NEWMAN, DAVE WHITE, AIMEE BISSONETTE, RON ISELER, JARRIS RUBINGH, SARAH BRONSON, DALE ESCHENBURG, ANNEMARIE CONWAY, DAN CASASANTA, ED GINOP

NAY: NONE

ABSENT: ED BELITZ, BOB BALDWIN, DANA WINGO

MOTION CARRIES

FY27 General Funds Contract- Mr. Babbitt explained that the FY27 GF contract was ready to be signed in the EGRAMS portal. He explained that there were no significant changes and that the amount of GF funds allocated remains the same.

MOTION BY ANNEMARIE CONWAY TO APPROVE BRIAN BABBITT SIGNING THE FY27 GENERAL FUNDS CONTRACT; SUPPORT BY RON ISELER:

MOTION CARRIES

CHIEF EXECUTIVE OFFICER'S REPORT/COMMUNICATIONS

Mr. Babbitt referred to several items in his report. He drew attention to his July 20th and August 11th meetings in Antrim County. Bridge to Mental Health and Antrim County Collaborative meetings focus on CIT and specific local needs with the Antrim County Sheriff. He drew attention to the August 10th mid-year benefits review with Alera Group and drew the board's attention to the accompanying slide deck in the packet. On August 12th he attended the NMRE Finance Committee meeting. He stated that NMRE is expecting the carryforward to be less at the end of this fiscal year. He stated that there is a rate setting meeting between the PIHPs and MDHHS on Monday August 24th. He then drew attention to the CMHA primary election recap that was included in the packet and drew attention to the CMHA Walk-a-Mile Rally flyer as well. He states that the Walk-a-Mile rally is a great way to

communicate why CMH services are so important. Mr. Babbitt then drew attention to an infographic for HB6022 which is in response to the Mental Health Framework. The infographic explains why this bill will create bigger challenges for persons who present to the emergency department in crisis. He then drew attention to a study on factors influencing turnover and attrition in the public behavioral health system workforce.

QUALITY IMPROVEMENT UPDATE – Ms. Christie updated the board on the QI committee meetings

NORTHERN MICHIGAN REGIONAL ENTITY: Minutes of the June Operations Committee meeting and the June Interim Financial Statements were included in the packet. The draft minutes of the NMRE board meeting were handed out.

OLD BUSINESS – None

NEW BUSINESS – None

PUBLIC COMMENT – None

BOARD & STAFF COMMENTS – Mr. Rubingh stated that Sheriff Hoch is excited to train a deputy in CIT. He states that 3 townships have had meetings in the past month and he has spoken about it at the meetings.

Mr. Babbitt states that he is appreciative of the feedback on his annual review from the board and his direct reporting staff. He thanked Mr. CasaSanta for the work he put in to getting extra perspective from a staff member.

Mr. Iseler stated that he has had 3 people reach out to him regarding the recent day program funding increase. He also states that he has a new great grand baby.

ADJOURNMENT

The meeting was adjourned at 4:08 PM by Board Chair Ed Ginop.


Ed Ginop Board Chair